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ABSTRACT

Employee participation literature spans well over three decades, while only in the past few years has the literature on student participation begun to accumulate. Unfortunately, much of the student participation literature is made up of opinion articles on whether to encourage participation, and the relatively few empirical investigations available usually consists of descriptive reports of the perceptions and preferences of students, faculty, or administrators. Consequently, a review of the general literature of participatory decision-making may not only improve group decision-making practices in education but may also suggest viable avenues of hard research on which these practices may be soundly based. The references in this bibliography, selected primarily from the fields of business, education, psychology, and sociology, focus on employee, faculty, and student participation. Participation in decision-making is identified as the involvement of subordinates in the decision-making processes within a given formal organization. Special attention has been given to nearly all theoretical and research studies available in English. Some opinion literature and committee reports have been included because of their theoretical or planning value, but most have been excluded. (Author)

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PARTICIPATION IN DECISION-MAKING: A Selected Bibliography

Milo C. Pierce
Assistant Professor, Department of Educational Administration
Southern Illinois University, Edwardsville

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Milo C. Pierce
Department of Educational Administration
Southern Illinois University
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Introduction

Recent administrative and organizational responses to the upsurges of student unrest in schools, colleges, and universities have been characterized by a rush to include students in the decision- and policy-making processes of the institutions. Frequently, educational administrators are unacquainted with the extent of theoretical literature and research findings available on participation in decision-making. This selected bibliography is intended to help close this gap by leading the reader to sources which will provide him with an understanding of the dynamics of the process and enable him to make it more meaningful and effective.

Employee participation in decision-making is not new and has known previous periods of promotion in response to labor and human relations movements. However, widespread involvement of students in significant decision-making in educational institutions is relatively new in most schools and colleges. Employee participation has a literature that spans well over three decades while only in the past few years has the literature on student participation begun to accumulate. Unfortunately, much of the student participation literature are opinion articles limited to questions of whether to encourage participation and the relatively few empirical

investigations available usually consist of descriptive reports of the perceptions and preferences of students, faculty, or administrators. Consequently, a review of the general literature of participatory decision-making may not only improve group decision-making practices in education but may also suggest viable avenues of hard research upon which these practices may be soundly based.

The references in this bibliography have been selected primarily from the fields of business, education, psychology, and sociology and focus upon employee, faculty, and student participation. Participation in decision-making is identified as the involvement of subordinates in the decision-making processes within a given formal organization and is distinguished from (a) subordinates taking part in executive work tasks--participation in administration --and from (b) policy-making between or among distinct organizations or governmental bodies, which characterizes much participation literature in the fields of political science and public administration. Special attention has been given to include nearly all theoretical and research studies available in English. Some opinion literature and committee reports have been included because of their theoretical or planning value but most have been excluded.

For those who wish to rapidly review the available literature, it is suggested they first consult the publications of Paul Blumberg (1968), Barry E. Collins (1964), James T. Horner (1966), Aaron Lowin (1968), G. Dale Myer (1970), Lora H. Robinson (1970), and Victor Vroom (1960, 1964).

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